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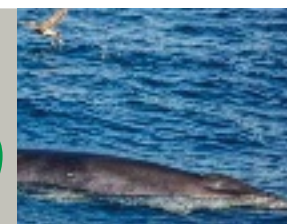
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# Policing and serving the public

## CONSULTATION

### Ottawa police seek input on three-year plan



**Joe Lofaro**  
Metro | Ottawa

Ottawa police want members of the public to provide feedback this week on the force's 2016-2018 business plan as the role of the community in day-to-day policing has been greater than ever before.

Over the past several years, police services across the country have seen a dramatic shift in the way community safety is delivered.

Historically, police forces have been seen as solely responsible for community safety, whereas today they are viewed as partners in community safety, together with social services.

"In a lot of ways over time we've evolved into being all things to all people," said Acting Supt. Mark Ford, who is one of the officers working on the 2016-2018 Ottawa police business plan.

One of the strategic priorities in the three-year plan will be identifying how Ottawa police can collaborate with partner agencies in order to be most effective in ensuring safety and security.

"We have to have a policing model that is sustainable and adaptable for our future. When we talk about adaptable, that speaks to future



**Acting Supt. Mark Ford wants residents to attend a public consultation on Thursday to make sure their ideas are aligned with strategic priorities in the Ottawa police's draft 2016-2018 business plan.** JOE LOFARO/METRO

crime trends, whether it's cybercrime or human trafficking," Ford said.

Another strategic priority is to support sworn and civilian members to do their jobs. A third strategic priority is leveraging technology to carry out officers' duties.

Unique to the plan this time around is the capital's



**When we talk about adaptable, that speaks to future crime trends, whether it's cybercrime or human trafficking.**

Acting Supt. Mark Ford

plans for year-long celebrations throughout 2017 to mark Canada's 150th birth-

day. One of the objectives is to ensure the plan considers the amount of extra

policing work that needs to be done so that everything runs smoothly.

The business plan is already in its draft stage, but Ottawa police want to involve the public in the process before bringing it to the Ottawa Police Services Board for approval.

Ford said there will also

## + COMING UP

A public consultation will be held on Thursday from 6 p.m. to 9 p.m. at St. Elias Centre, at 750 Ridge-wood Ave. for residents to have their say about what should be in the plan. Those who are unable to attend the information session can provide feedback and ideas online from Nov. 1 to 15. Police said more details about the online consultations will be available at a future date.

be an internal consultation within the police force before the draft plan is refined as required.

The 2016-2018 business plan would then have to be approved by the Ottawa Police Services Board either in late December or in the New Year.

It's an important exercise for police not only to provide a road map for police members, said Ford. "It also ensures we are aligned with the expectations of the community and any governance that oversees policing within the community."

"There may be community members who feel that we may have missed something," he said, "so it's another opportunity to receive input into the business plan."

Members of the public can register for Thursday's public consultation at [ottawa-police.ca](http://ottawa-police.ca).

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## 5

**THINGS TO WATCH AT CITY HALL THIS WEEK**

Getting around Ottawa is a big issue this week, with bike lanes, speed restrictions and even ATVs on the agenda. But, with safety on minds, staff and councillors are also looking at ghost bike memorials, and rules about how long to leave them in place.



**Lucy Scholey**  
Metro | Ottawa

**1 Bye-bye barricades**

And hello bike lane. Those jersey barriers outside the United States Embassy on Mackenzie Avenue — a post-9-11 measure — will be removed and replaced with bollards and a new bike lane.

Interestingly, the National Capital Commission, the embassy and the city are jointly funding the road resurfacing and bollards project. The city's contribution will be roughly \$825,000.

This plan will go before the transportation committee on Wednesday.

**2 Dumpplans**

It's another step forward for the Carp Road landfill expansion plan.

The city has removed its hold on the application to relocate the landfill footprint and expand the existing waste processing facility.

Staff say the expansion plan will not have any "negative environmental impact" (they are working to compensate for the estimated 9.5 hectares of woodland and four hectares of wetland that will be removed during construction).

The new waste management centre will provide up to 6.5 million cubic metres of disposal capacity.

A report will go before the agriculture committee on Thursday.

**3 Roadside memorials**

A new policy proposing a three-month cap on roadside memorials will be before the transportation committee on Wednesday.

Staff say they have heard complaints the shrines — installed to commemorate someone who died in an accident — are visual distractions for drivers.

However, critics of the proposed policy say the memorials are a place for loved ones to grieve and serve as a reminder to cycle and drive safely.

**5 Speed reductions**

An "overwhelming" number of people who live along Hunt Club Road, in the Greenboro area, have been worried about speedsters in the area, according to a city report.

At the transportation committee on Wednesday, staff will suggest a scaled-back speed limit from 80 km/h to 60 km/h.

A separate recommendation to reduce the speed on Apple Orchard Drive to 60 km/h will be brought to the agriculture and rural affairs committee on Thursday.

**4 ATV pilot**

Osgoode dwellers can continue taking their ATVs out for a rip along municipal roads.

City staff want to extend a pilot program that allows all-terrain vehicles on a trail network of municipal roads.

Although the program has been in place since 2013, staff have not been able to assess its successes or failures because Nation Valley ATV Club members have had troubles carving out a trail network.

If approved, the pilot program will be extended to November 2017.



# Man critically injured in fire



Firefighters and paramedics responded to a 911 call at 832 Albert St. around 10 a.m. Sunday. HALEY RITCHIE/METRO

## INVESTIGATION

### Second blaze this year in Albert Street apartment



**Haley Ritchie**  
Metro | Ottawa

One man was taken to hospital in critical condition Sunday morning after a fire broke out on the main floor of his apartment on Albert Street.

Firefighters and paramedics responded to a 911 call at 832 Albert St. around 10 a.m.

The single occupant of the home, a 55-year-old man, was found in the living room on the second story of the townhouse without vital signs.

Firefighters performed CPR on the man and administered

“aggressive advanced life support treatments” before paramedics arrived.

The man was quickly transported to the Ottawa Hospital with smoke inhalation and serious second and third degree burns to a large portion of his body.

“The apartment sustained heavy fire damage because of the smoke, heat and water destroyed most of the contents of the apartment,” said district chief Marc Asselin.

The fire marshal is investigating the cause of the fire.

One firefighter sustained a cut to the hand that was treated on scene.

Neighbour Genevieve Parsonage said it was the second time the apartment had caught fire this year.

“The fire was less grave than it was this time,” she said. “It’s sad. He lived here about 17 years, maybe more.”



**The fire department was here very fast and they had it under control.**

Genevieve Parsonage

## AWARENESS

### Ottawa gents set for Movember

Starting with a clean shave on Sunday, Movember fundraisers are all set to spend November growing out a myriad of moustaches across the country.

The annual marathon moustache growing is meant to raise both funds and awareness for men’s health issues, including prostate cancer and depression.

First-year Carleton student Oliver Flint said it’s his third year participating.

“In high school it was more about not shaving for the month, but as you get older you realize there’s a pretty important cause behind it all,” he said. “Men’s health tends to be something that’s rarely looked at.”

“It’s a really important cause and it’s also a lot of fun to not be shaving your moustache for the entire month.”

Last year, Flint raised \$250, but this year he’s aiming to double his contribution. He said issues like physical activity and mental health are particularly important.

As for style, Flint said he’d be growing out his moustache in the “Trudeau-Zorro stash” in honour of the new prime minister-designate.

Movember has raised over \$676 million for medical research since it was founded in 2003, according to the organization’s website.



The Movember campaign asks participants to raise money for men’s health while growing out their facial hair. CONTRIBUTED



**It’s a really important cause and it’s also a lot of fun.**

First-year Carleton student Oliver Flint

It also isn’t just for the boys — many “mo sisters” are getting involved in hosting events and fundraising.

University of Ottawa student Harley Jensen is organizing one

of nine Ottawa-area events on the Movember website.

On Thursday night, the Sociology and Anthropology Association will be raising money with a “Let it Grow” party at Eve Nightclub on York Street.

Since it’s a kick-off party, there will be plenty of freshly shaven faces as well as fake moustaches for everybody to pose with in a photo booth.

“It’s just to get people excited,” said Jensen. “It’s geared towards everyone, any gender, just to go out and have a fun night for a good cause.”

HALEY RITCHIE/METRO

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# Prime time to renovate prime minister's home

## OFFICIAL RESIDENCE

### HGTV stars talk about idea of reality show at 24 Sussex

Be it renovated or razed, the resurrection of 24 Sussex Drive should be documented as a showcase of Canadian history and innovation, says an expert in public portrayals of what — and what not — to do with older home projects.

Ever since Justin Trudeau confirmed that he's giving the prime minister's official residence a wide berth, Bryan Baeumler has received several inquiries about whether he would tackle a reno job at Canada's most famous address.

Baeumler, host of a battery of HGTV renovation shows — Disaster DIY, House of Bryan, Leave it to Bryan and Canada's Handyman Challenge — and president of Baeumler Quality Construction in Oakville, Ont., said he'd jump at the chance to take on the challenge if he worked in the national capital area.

"There's lots of great, qualified local (Ottawa) construction companies that can handle it, but of course — what a project!" Baeumler said in response to one query on his Twitter account.

There have been a few suggestions, most tongue-in-cheek, that the project be made into a reality TV series. For Baeumler, the notion immediately raises questions about historical integrity, security and red tape.

After all, 24 Sussex Drive is owned by taxpayers, managed by the National Capital Com-



The prime minister's residence, 24 Sussex, on the banks of the Ottawa River, with Parliament Hill Peace Tower in the distance.

SEAN KILPATRICK/THE CANADIAN PRESS

mission, guarded by the RCMP and holds a historical significance that cannot be ignored.

"I'm not sure what the tangled web of restrictions and red tape might be," he said. "There'd be quite a quagmire of duelling opinions."

But it's not the first time Baeumler has been asked about the possibility. A couple of years ago, he sat down to dinner with a friend who lived at 24 Sussex in his early years — Ben Mulroney, son of former prime minister Brian Mulroney — and tossed around ideas about creating a TV show around renovations to the drafty old house, he said.

Another celebrity home renovator added his voice to the debate Friday.

Mike Holmes, star of the reality show Holmes on Homes, told his Facebook followers he'd

step in, including taming the cost of the project, which has been estimated to be at least



**A show would be interesting. It would give people in Canada, I think, more of a sense of ownership of the property.**

Bryan Baeumler on idea of a 24 Sussex reno show

be prepared to get involved.

"I've read all your posts about the problems with 24 Sussex Drive and that Justin Trudeau won't be moving in," Holmes wrote. "I do know the best renovator in Ottawa that would be happy to help. Say the word and we'll grab our tools!"

There would be some benefits of having reality TV produ-

would certainly keep the process a little more transparent," Baeumler said.

"I think it'd be a great opportunity for Canadian corporations that supply products sourced and manufactured in Canada to showcase them. There'd certainly be sponsorship opportunities."

The NCC said it couldn't provide information in response to requests for an interview.

A spokesman for Trudeau would only say that the prime minister-designate has not decided how to proceed with the property, other than determining that he, his wife Sophie Gregoire-Trudeau, and their three children won't move in after Wednesday's swearing-in ceremony. THE CANADIAN PRESS

## RIDE SHARING

### Insurer raps Uber drivers

One of Canada's largest insurance companies is cracking down on UberX drivers caught without proper commercial insurance, according to a company bulletin obtained by Torstar News Service.

"Driving for Uber is still considered commercial use and is unacceptable for personal vehicles," says the internal Aviva Canada circular which reports weekly on examples of insurance fraud.

"It is therefore important that we continue to encourage our policyholders and applicants to be forthcoming and honest about the use of their vehicles. Without proper insurance, they are putting both themselves and others at risk."

An unnamed "tipster" provided Aviva's anti-fraud team with receipts including the names, photographs and licence plate numbers of four UberX drivers in Ottawa. Investigators "uncovered a variety of explanations — or lack thereof — from our policyholders as to why they were not properly insured," the bulletin says.

Aviva voided the policies of two drivers, lapsed another's policy at renewal and agreed to rewrite the fourth driver's policy after it was determined she had not deliberately misrepresented the intended use of her vehicle.

UberX drivers use their own vehicles to pick up and drop off fare-paying passengers using a smartphone app owned by Uber, the California-based ride-sharing giant.

Gordon Rasbach, Aviva's vice-president legal and fraud management, said a complaint from the Canadian Taxi Association about Uber drivers lacking proper insurance prompted the company to open a parallel investigation.

"The evidence we gathered confirmed that information provided by these policyholders at the time of application for insurance was not correct and appropriate underwriting action was taken," he wrote in an email.

"We encourage Uber drivers to speak with their brokers or insurers regarding commercial automobile insurance. By ensuring they have the proper insurance; Uber drivers are protecting both themselves and their customers."

UberX drivers caught lying could also potentially be hit with huge penalties and fines, and their personal assets put on the line, warns Philomena Comerford, president and CEO of Baird MacGregor Insurance Brokers LP. TORSTAR NEWS SERVICE

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## IN BRIEF

### Teacher deal deadline comes and goes Sunday

Premier Kathleen Wynne gave elementary teachers a Nov. 1 to reach a deal before their pay is docked, but as of press time Sunday the two sides had made no deal. The Elementary Teachers Federation of Ontario union represents 78,000 teachers and has been without a contract since August 2014.

HALEY RITCHIE/METRO

### Public help sought in probe of stabbing incident

Ottawa Police are investi-

gating a stabbing that took place Halloween night in the ByWard Market area. Police were called to the 100 block of George Street at 11 p.m. Saturday. One man was taken to hospital with a single, non-life-threatening facial wound, according to police. There are no suspects in custody. Anyone with information is asked to call Ottawa police. Anonymous tips can be submitted by calling Crime Stoppers toll-free at 1-800-222-8477(TIPS) or by downloading the Ottawa Police iOS app. HALEY RITCHIE/METRO





Prime minister-designate Justin Trudeau, dressed as Han Solo from *The Empire Strikes Back*, walks with his children Hadrien (second from right), Ella-Grace and Xavier, as his wife Sophie Gregoire-Trudeau, dressed as Princess Leia, jokes with onlookers as the family prepares to go trick-or-treating on Halloween in Ottawa on Saturday. JUSTIN TANG/THE CANADIAN PRESS

## HALLOWEEN

## Trudeaus make Candy Run in 12 parsecs

Justin Trudeau took on a more swashbuckling image Halloween night as he took his family out trick-or-treating.

Canada's next prime minister dressed up as Han Solo of Star Wars fame while Sophie Gregoire wore a Princess Leia

costume as they took their three children to knock on doors in Ottawa's high-end Rockcliffe neighbourhood Saturday night.

The Trudeaus and some family friends made the rounds near Rideau Hall, the official residence of the Governor General.

The Trudeaus stood on the street as their two eldest kids knocked on doors.

Son Xavier, 8, was dressed as a bird, daughter Ella-Grace, 6, was dressed as Princess Anna from the Disney movie *Frozen* and Trudeau's 19-month-old

son Hadrien was dressed as a ninja turtle.

The mood was relaxed as many residents welcomed the Trudeaus to the neighbourhood and one person posed for a selfie with the incoming prime minister. THE CANADIAN PRESS

# World eyes next PM

## JUSTIN TRUDEAU

## Curiosity ripples from Amsterdam to Washington

A rare phenomenon is transpiring in a foreign capital where mentioning Canadian politics is generally about as likely to stimulate conversation at a dinner party as to get you disinvited from future ones.

People are curious about Canada's next prime minister.

It's evident on multiple fronts in Washington — from conversations in cabs and coffee shops, in government offices and think-tanks, in media stories, and from foreign politicians looking to learn about Justin Trudeau.

During a U.S. visit, the leader of a European political party revealed he was reading a book about the recent history of Canada's Liberals and expressed hope of eventually meeting Trudeau.

"Fascinated," is how Diederik

Samsom described his reaction to the Canadian election.

The history of his centre-left party will sound familiar to Canadian Liberals. Traditionally mighty, recently struggling, the Dutch Labour party swerved left in the 1970s; spent the 1980s in opposition; tacked back to the right in a governing coalition in the 1990s; and has since fallen on hard times.

So it's no coincidence that he's asking questions about the campaign that pulled Canada's centre-left party from third party status to a surprising majority.

He's not alone.

Inside the unofficial think-tank of the U.S. Democratic party, the Liberals' winning election playbook is being analyzed and its lessons shared with left-leaning parties around the world.

Matt Browne has prepared a briefing paper on the Liberal win for allies in different countries where he's heard curiosity or seen applicable lessons — including the U.K., Denmark, Holland, France, Italy and Germany.

THE CANADIAN PRESS

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# Choosing a cabinet

**Prime minister-designate Justin Trudeau faces a delicate task in stocking his cabinet, balancing MPs' skills and experience with potentially wounded pride and resentment.**



**Michael Woods**  
Metro | Ottawa

Justin Trudeau's first real test as prime minister comes on Wednesday with the swearing-in of his first cabinet. The choices he makes will set the tone for the next four years of Liberal rule.

Cabinet-making is a difficult task at the best of times — one that can bruise egos

and sow resentment if not handled delicately.

That Trudeau has promised an equal number of men and women, a mix of new blood and old guard, strong aboriginal representation and a range of diverse backgrounds makes his job that much more difficult. Will he get it right?

**With that in mind, here are Metro's picks for who could make up Trudeau's new cabinet:**

## 5 ministries that will need much more attention

Every minister in the new Liberal government is going to have a lot on their plate, with Justin Trudeau having made sweeping, ambitious campaign promises in nearly every major area of the federal government's jurisdiction.

But here are five particular areas that will see big changes under the new government, with Trudeau promising particularly big things in their portfolios.

### 1 Democratic reform

Trudeau has vowed that Canada won't see another federal election under the first-past-the-post voting system. With Trudeau promising democratic-reform legislation within 18 months and planning to study every option before then, whoever's in charge of the effort is going to have a busy year and a half.

### 2 Aboriginal affairs

The new aboriginal affairs minister will have a full plate; Trudeau has called for "full implementation of the Truth and Reconciliation Commission's 94 recommendations," which are wide-ranging. (One of them is getting the Pope to apologize for residential schools.) The Liberals have also committed to a national inquiry into missing and murdered indigenous women.

### 3 Citizenship and Immigration

Many experts have said Trudeau's pledge to resettle 25,000 Syrian refugees by the end of the year has a laudable number but a challenging timeline. The new minister will have to lead an enormous co-ordinated effort as quickly as possible.

### 4 Environment

The new environment minister will have a hectic first few months, with the Paris climate conference starting Nov. 30 and Trudeau promising to convene the premiers within 90 days to come up with a national plan to fight climate change, including emission reduction targets.

### 5 Defence

With Trudeau's campaign promise to scrap the F-35 fighter purchase and his vow to pull Canada's CF-18s out of the war against the so-called Islamic State, the new defence minister will soon be faced with decisions that will shape Canada's military for years to come.



### 1 Scott Brison | Finance

The veteran Nova Scotia MP is a former investment banker who served as Paul Martin's minister of public works and co-chaired Trudeau's council of economic advisers.



### 2 Ralph Goodale | Deputy Prime Minister/House Leader

The party's only Saskatchewan MP is a lock for cabinet, having held the finance, public works and natural resources portfolios in the past. The Liberals will need a house leader capable of shepherding their ambitious legislative agenda.



### 3 Chrystia Freeland | Foreign Affairs

The former financial journalist and author was a star candidate when first elected in a 2013 Toronto byelection and is highly regarded for her global affairs and economic acumen.



### 4 Dominic LeBlanc | Justice

The New Brunswick MP is a Harvard-educated lawyer who was among Trudeau's most prominent backers during his leadership campaign and is also a close friend to the new prime minister.



### 5 Stéphane Dion | Environment

Dion, a former party leader, held the environment portfolio in Paul Martin's government and signed Canada on to the Kyoto Accord. He would be immediately tasked with preparing for the United Nations climate-change conference in Paris.



### 6 Andrew Leslie | Defence

The retired general and former chief of the land staff was a star candidate in Ottawa and advised Trudeau on defence and foreign-affairs issues before that. Both of his grandfathers were also minister of defence.



### 7 Jody Wilson-Raybould | Democratic Reform

Wilson-Raybould is a first-time MP but has a wealth of political experience as a former B.C. regional chief for the Assembly of First Nations and treaty commissioner. She won her Vancouver Granville riding by more than 9,000 votes.



### 8 Bill Blair | Public Safety

The new Scarborough MP and former Toronto police chief was another Trudeau star candidate whose expertise lies in the public-safety portfolio, though it's possible he'll get a different cabinet position where he doesn't have as much experience.



### 9 Jane Philpott | Health

The first-time MP elected in Markham-Stouffville is a family doctor who has done extensive advocacy work for refugee health care and on HIV/AIDS.



### 10 Carolyn Bennett | Aboriginal Affairs

The family doctor and longtime Toronto MP was the party's aboriginal-affairs critic in the last Parliament and has command of the issues at hand. She'll need it; the Liberals have pledged to implement the Truth and Reconciliation Commission's 94 recommendations.



### 11 Maryann Mihychuk | Employment and Social Development

Mihychuk, a geoscientist, was a member of Manitoba's NDP government for nine years, holding cabinet roles in industry and inter-governmental affairs. In 2004, she resigned to run for mayor of Winnipeg and finished fourth.





# may get personal



## 12 Joyce Murray | Veterans Affairs

The British Columbia MP came second to Trudeau in the 2013 leadership race. She was the party's defence critic in the last Parliament.



## 18 Kirsty Duncan | Status of Women

First elected in 2008, the medical geographer and Etobicoke MP was the party's status-of-women critic in the last Parliament.



## 26 Mélanie Joly | Intergovernmental Affairs

Joly, an Oxford-educated lawyer and public-relations expert, came second to Denis Coderre, a former Liberal minister, in the 2013 Montreal mayoral race.



## 13 Bill Morneau | Treasury Board

Some have tapped the businessman as a possible finance minister but he's a first-time MP and could be given a less-prominent economic portfolio. He was the executive chair of Morneau Shepell, Canada's largest human-resources firm.



## 19 Judy Foote | Chief Government Whip

The Newfoundland and Labrador MP held several cabinet portfolios as a provincial politician. She has been the party whip since 2011 and was the party's deputy house leader before that.



## 27 Kent Hehr | Public Works

With the Liberals winning seats in Calgary for the first time since 1968, one new MP is bound to get a seat at the cabinet table. Hehr, a lawyer, was an Alberta provincial politician for seven years.



## 14 Marc Garneau | Industry

Garneau, a former astronaut who was the first Canadian in space, was president of the Canadian Space Agency before starting his political career. He was a leadership candidate in 2013 and essentially sealed Trudeau's victory by dropping out of the race.



## 20 Hunter Tootoo | Natural Resources

Tootoo ran for the federal NDP in 1997 before serving in a number of key roles in Nunavut's territorial government, including Assembly speaker. He is also a successful businessman.



## 28 Catherine McKenna | International Trade

McKenna is an international trade lawyer and former UN adviser in East Timor who defeated NDP stalwart Paul Dewar in Ottawa Centre.



## 15 Emmanuel Dubourg | National Revenue

Dubourg, a chartered accountant and teacher, was the party's national revenue critic in the last Parliament. A former Quebec provincial politician who also spent two decades in the federal public service, he founded a non-profit organization that offers professional accounting services internationally.



## 21 Navdeep Bains | Citizenship and Immigration

Bains was an MP from 2004 until 2011, serving as Paul Martin's parliamentary secretary briefly in 2005. The prominent member of Mississauga's Sikh community more recently co-chaired the Liberals' Ontario campaign and was a key Trudeau organizer.



## 16 Pamela Goldsmith-Jones | Transport

The new Vancouver MP was a two-term mayor of West Vancouver, retired in 2011 to complete an executive MBA and ran a public-affairs consulting firm. Her riding, West Vancouver-Sunshine Coast-Sea to Sky Country, had been held by the Conservatives since 2008.



## 22 Yvonne Jones | Fisheries and Oceans, ACOA

Jones was first elected in a 2013 byelection in Labrador, which had been held by the Conservatives. She won re-election on Oct. 19 with 70 per cent of the vote.



## 23 Robert Morrissey | Agriculture

Morrissey spent nearly two decades in Prince Edward Island's legislative assembly, starting in 1982, holding a number of prominent roles, including Opposition house leader.



## 24 Harjit Sajjan | Heritage

The first Sikh to command a Canadian army regiment, the new Vancouver South MP and lieutenant-colonel did three tours of Afghanistan. He was also a Vancouver police officer for 11 years, specializing in organized crime.



## 25 Marie-Claude Bibeau | International Development

Bibeau began her career at the Canadian International Development Agency, with postings in Morocco and Benin. The south-east Quebec MP has owned a successful campground for 15 years and founded a museums association in the Eastern Townships.



## 17 Maryam Monsef | Labour

Canada's first Afghan-born MP, Monsef came to Canada as a refugee in 1996 with her family. She won the Peterborough riding formerly held by Dean Del Mastro, Stephen Harper's one-time parliamentary secretary.

## 5 ministries that don't exist but should

Justin Trudeau's cabinet is expected to be smaller than his predecessor Stephen Harper's — about 28 members compared to Harper's 39. So there isn't much room for Trudeau to create new roles at the cabinet table. But here are five suggested portfolios that didn't exist under the last government.

### 1 Housing

Funding for affordable housing is a major part of the Liberals' proposed \$20-billion "social infrastructure" plan. The Pierre Trudeau government of the 1970s had a minister of state for urban affairs, who was responsible for housing, but the position didn't exist in the last government.

### 2 Youth

When it comes to policy-making, Canada's youth population is sometimes left out. According to the group Generation Squeeze, governments in Canada spend a third as much on younger Canadians as those over 65. A minister at the table advocating for Canada's young people could help change that.

### 3 Municipal affairs

While the intergovernmental affairs minister job already exists, having a minister dedicated to cities' needs could go a long way to achieving the necessary co-ordination between the federal government and municipalities on large infrastructure projects, such as transit.

### 4 Digital innovation

Governments can be slow to keep up with the rapidly changing digital world. Having a voice at the cabinet table focused on digital innovation could help with that. France, for example, has a minister of economy, industry and digital affairs.

### 5 Sharing economy

The sharing economy is becoming more prevalent, with services such as Uber and Airbnb expanding in Canadian cities and their business model expanding to other realms. With many jurisdictions grappling with how to adapt to regulating these new services, dedicated federal leadership could be useful.



# Liberal MPs bring diversity to caucus

## POLITICS

### Social workers, lawyers, mayors and more on Parliament Hill

When Catherine McKenna looks at a roomful of her 127 fellow rookie Liberal MPs, she sees police chiefs, soldiers, aboriginal leaders, mayors, doctors, refugees, athletes, social workers, tradespeople, academics and several lawyers like herself.

"A lot of people really believed we were off-track with the last government and it was really important to contribute by stepping up to run," said McKenna, who defeated New Democrat incumbent Paul Dewar in the riding of Ottawa Centre.

McKenna is part of what may be the most diverse governing caucus of MPs that voters have ever sent to Parliament Hill.



**Newly elected Liberals Catherine McKenna and Greg Fergus, holding tablet, Will Amos, Andrew Leslie, Karen McCrimmon and David McGuinty take part in a rally for prime minister designate Justin Trudeau.** SEAN KILPATRICK/THE CANADIAN PRESS

She herself has a broad background beyond practising law, which enabled her to be a legal adviser to the United Nations peacekeeping mission in East Timor. She helped create her

own non-governmental agency that works on governance and human rights issues abroad, and she's lectured on foreign affairs at the University of Toronto. She's also a competitive

swimmer.

McKenna is typical, in some ways, of her broader caucus.

She's a rookie, like more than two-thirds of her fellow Liberal MPs — 184 Liberals in all.

At 44, McKenna is also part of the biggest demographic group in the Liberal caucus, with 82 of those elected falling in the 30-to-49 age range. The second largest is the 50-64 group, with 68 MPs, according to a Maclean's magazine analysis.

McKenna is also one of 50 women to be elected to the Liberal caucus.

The Liberals also have 38 of the 46 visible minorities elected to the House of Commons.

The Liberals painted the map red in and around most major cities, including the greater Vancouver and Montreal areas, Ottawa and its surrounding areas and the greater Toronto area, including Mississauga and Brampton, as well as most of Winnipeg.

THE CANADIAN PRESS

## OPPOSITION

### Tories prepare for Ottawa and winter

If there's one thing Dianne Watts knows she needs to do before travelling to Ottawa this week to take her place in the official Opposition caucus, it's buy warmer clothes.

As the former mayor of Surrey, B.C., Watts hasn't had much experience with the biting winters she'll be facing in the national capital as part of the 99-member Conservative team, set to meet

for the first time Thursday since the party lost its majority government on Oct. 19.

She handily won her Vancouver suburban riding, but her party was routed by Justin Trudeau's resurgent Liberals.

"When I made the decision to run federally, it was a decision I felt strongly about," Watts said in an interview.

THE CANADIAN PRESS

# 12

**Quebec was the only province where the Tories widened their support, producing 12 MPs.**

## THIRD PARTY SET TO GO

### New Democrats rebuilding with 16 rookies on bench

The New Democrats enter the 42nd session of Parliament with fewer than half of the members that they had going into the 2015 federal election campaign.

Despite being forced back to third-party status by voters, however, the party is poised to start over with a lot of fresh, young blood — ready to rebuild

and focused on the majority Trudeau Liberals to account.

Erin Weir, one of 16 rookies on the New Democrat bench, sees his role as an MP as much like his election campaign — honed in on building Canada's economy and protecting the environment.

One significant additional responsibility: reinvigorating his party in time for the next election. THE CANADIAN PRESS

## DISASTER

# Jet broke up at high altitude after takeoff: Aviation experts

The Russian jetliner that crashed shortly after takeoff from an Egyptian resort city broke up at high altitude, scattering fragments of wreckage over a wide area in the Sinai Peninsula, Russia's top aviation official said Sunday as search teams raced to recover the bodies of the 224 people who died.

Aviation experts joined searchers in a remote part of the Sinai, seeking clues in what caused the Metrojet Airbus A321-200 to plummet from 31,000 feet just 23 minutes after it departed from the Red Sea resort of Sharm el-

Sheikh bound for St. Petersburg.

By midday, 163 bodies had been recovered, according to the Egyptian government. Some of the dead were expected to be flown to Russia later Sunday.

The large area over which fragments were found indicates the jet disintegrated while flying high, said Alexander Neradko, head of Russia's federal aviation agency.

Neradko was in Egypt to inspect the crash site along with Russia's emergency and transport ministers.

A Russian TV channel quoted

the co-pilot's wife saying her husband had complained about the plane's condition. Natalya Trukhacheva, identified as the wife of Sergei Trukhachev, said he'd complained "it left much to be desired."

Egyptian President Abdel-Fattah el-Sissi cautioned that the cause of the crash may not be known for months.

"It's very important that this issue is left alone and its causes are not speculated on," he told government officials, members of the military and security forces. The investigation "will take a

## AFTERMATH

### Russians mourn loss

Grief gripped the historic city of St. Petersburg, Russia, home of many of the victims. President Vladimir Putin declared a nationwide day of mourning, and flags flew at half-staff. THE ASSOCIATED PRESS

long time" and "needs very advanced technologies."

THE ASSOCIATED PRESS



**Egyptian soldiers guard passengers' belongings at the crash site in Egypt's Sinai Peninsula Sunday.** KHALED DESOUKI/AFP/GETTY

## IN BRIEF

### Rescuers free humpback

Rescuers managed to free a humpback whale entangled in fishing line off California's Orange County coast Saturday. The adult whale, estimated to be 35 to 50 feet (10.5 to 15 metres) long, was entangled from its mouth to its tail and what appeared to be nylon rope. Rescuers with the National Oceanic and Atmospheric Administration and Sea World in San Diego were able to cut away most of the line.

THE ASSOCIATED PRESS

## FRED THOMPSON

# U.S. senator, actor, dead at 73

Fred Thompson, a Republican U.S. senator for eight years who also acted in feature films and on television, has died, his family says in a statement.

The family's statement reports that he died in Nashville after a recurrence of lymphoma at 73.

Thompson, a lawyer, alternated between politics and acting much of his adult life.

Once regarded as a rising star in the Senate, he retired from the seat when his term

expired in January 2003, saying he didn't "have the heart" for another term.

He announced a bid for president in 2007 but dropped out in 2008 after faring poorly.

Thompson, an impressive six-foot-six with a booming voice and folksy demeanour, appeared in at least 20 motion pictures.

His film credits include In the Line of Fire, The Hunt for Red October, and Cape Fear.

THE ASSOCIATED PRESS



**Fred Thompson was a lawyer, politician and actor.**

THE ASSOCIATED PRESS

## REFUGEE CRISIS

# Death toll, tension rising in Greece

Protesters clashed with police guarding a border fence in northern Greece Saturday, following a series of sea accidents that killed dozens.

About 500 anti-government protesters were involved in the clashes. The demonstrators want Greece to tear down the fence and allow refugees to cross by land instead of risking their lives on the sea crossing to Europe.

The government says it cannot remove the fence for "practical

reasons" and has called on other European Union countries to speed up support promised for search and rescue operations in the east Aegean Sea.

Greece is struggling to cope with a surge in arrivals, many fleeing the civil war in Syria and other conflicts. More than 60 people, half of them children, have died in the past four days while trying to reach Lesbos and other Greek islands from the Turkish coast. THE ASSOCIATED PRESS





Customers leave an LCBO store in Toronto. TORSTAR NEWS SERVICE

# LCBO board sinks \$250K in legal fight

## PRIVACY

### Corporation challenged order to stop collecting info

The Liquor Control Board of Ontario is destroying the personal information of wine, beer and spirit club members that the privacy commissioner said it was wrong to collect — but only after putting up a legal fight that cost more than a quarter of a million dollars.

Now the LCBO is in the process of winding down its wine club program, which allowed enthusiasts belonging to those clubs to buy products that aren't normally available at the LCBO and to get volume discounts.

The Vin de Garde wine club complained to Ontario's Information and Privacy Commissioner in 2012 that the LCBO had started requiring more information beyond members'

names and addresses, now including the precise details and quantities of their orders.

The wine club members worried that the LCBO was collecting and tracking their consumption habits, noting that people buy alcohol anonymously in LCBO retail outlets every day.

Consumption was not being tracked, the LCBO said, but it needed the information to process the orders, to be able to recall products and to detect fraud. The LCBO was concerned the wine clubs could stockpile alcohol and illegally resell it.

The LCBO gave evidence of 12 companies that were charged with such violations, but none of those examples was a wine club, the privacy commissioner said.

"The LCBO has not provided my office with much more than anecdotal or hypothetical evi-

dence to support its position that the illegal resale of liquor by wine clubs in this province is so problematic that it necessitates the collection of the personal information of club members," wrote then-privacy commissioner Ann Cavoukian.

Further, the LCBO had managed to process the club's orders since 2004 before requiring the personal information, Cavoukian noted.

She ruled that the information collection violated the Freedom of Information and Protection of Privacy Act, ordering the LCBO to stop collecting it and to destroy what it already had.

The LCBO spent at least \$269,845 fighting the order over three years, according to figures disclosed through a Freedom of Information request. THE CANADIAN PRESS

## \$1.8 billion

The Liquor Control Board of Ontario gives the province approximately \$1.8 billion a year in revenue before taxes.

## MANUFACTURING

### \$1B not enough to save Bombardier

The \$1-billion lifeline Bombardier is getting from the Quebec government will go a long way toward helping the troubled plane and train maker, but it's just one of several initiatives aimed at shoring up the company's financial position, says chief executive Alain Bellemare.

In addition to working on the sale of a minority stake in its railway division, the company is considering other strategic options, including the sale of non-core assets and exploring ways to trim costs from programs like the Q400

turboprop.

Bellemare was loath to provide details about what is being considered, including whether joint ventures like the CSeries deal with Quebec are contemplated for other programs.

Reports suggest the company approached the federal government for at least \$350 million in assistance. The new Liberal government said it will consider the request after it is sworn into office.

Bombardier says it will focus on making its programs more competitive by cutting costs. He pointed to efforts that were rejected by its Toronto unionized employees that would see the manufacture of some parts for the Q400 moved to low-cost countries like Mexico or China. Although the Q400 does well in North America with customers like WestJet Encore, Porter Airlines and Air Canada, it is too pricey for markets like Asia. Rival ATR dominates while Bombardier's market share is just 25 per cent. "It's a great aircraft (but) it's too costly," Bellemare said.

And he wouldn't rule out job cuts as the company turns the focus to improving efficiency and operational performance.



**Bombardier CEO Alain Bellemare addresses a news conference in Montreal after it was revealed the Quebec government is investing \$1 billion in the company.**

THE CANADIAN PRESS

## IN BRIEF

### Chipotle outlets in U.S. linked to E. coli outbreak

U.S. health officials expect the number of people sickened by an E. coli outbreak linked to Chipotle restaurants in Washington state and Oregon to grow while they investigate the cause of the infection. As of Friday, three people in the Portland area and 19 people in western Washington had become sick from E. coli. Seventeen of them had eaten at a Chipotle restaurant during the past few weeks.

THE ASSOCIATED PRESS

### BP drops bid to get back cash paid in spill claims

Energy giant BP is ending its effort to recoup money it paid in economic damage claims to businesses and individuals under a settlement arising from the 2010 Gulf of Mexico oil spill. On Friday, the company filed a motion to withdraw an appeal over what it said were overpayments worth hundreds of millions of dollars and involving more than 790 businesses. BP had argued the claims administrator had not been correctly matching business' revenues and expenses.

THE ASSOCIATED PRESS



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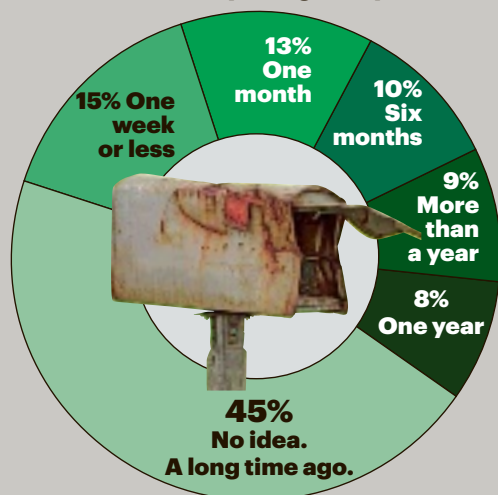
## Metro MONDAY POLL

# Holding onto home delivery

Visit [metronews.ca](http://metronews.ca)  
every Friday to  
have your say.

Maybe we won't be saying "So long" to snail mail after all. With a new Liberal majority government soon to take power, the Harper Conservatives' plan to phase out Canada Post's home-delivery service in favour of community mailboxes is set to be halted. But with electronic communication ubiquitous, should we be helping old-fashioned paper postal service to hang on? We asked our readers, and their feelings about mail are a very mixed bag.

### 1 How long has it been since you sent a letter (not a bill, not a form, not a package — a personal letter)?



### 2 What do you think Canada Post should do about home delivery?

- 37% Keep it for as many people as possible
- 27% Phase it out with a few exceptions (i.e. the elderly)
- 23% Get rid of it now! It's 2015!
- 8% Replace it with community mailboxes
- 5% I have mixed feelings

Maybe cut it to two days a week. I think most people would be okay with that.

### 3 What do you still use (outgoing) mail for?

- 15% Holiday greetings
- 15% Presents and care packages
- 14% Government forms
- 12% Personal letters and cards
- 7% Thank-you notes
- 6% Paying bills
- 6% It's part of my job
- 5% Keeping in touch with family/friends abroad
- 5% Sending donations
- 4% Ordering by catalogue
- 9% I don't use the mail
- 2% Other

For charity mail-outs to members

Sending letters to elderly friends without email

I don't mail cards. No one does that anymore!

METRO READERS

# Roadside memorials remind us to be safe

## COLLINS' CAPITAL

Steve Collins



In a city famous for churning out both monuments and rules, it was inevitable these two local specialties would eventually collide. A proposed policy on roadside memorials goes to council's transportation committee this week.

Under the new rules, flowers, stuffed animals and white-painted ghost bikes marking traffic deaths would be removed by the city after 90 days.

That period is, according to the staff report, based on "best practices," determined in this case by a look at what's done in other municipalities.

But what's being proposed here really appears to be toughest practice. Of the 20 other jurisdictions surveyed, the most common period of

indulgence seems to be a year.

Only two places have 90-day deadlines: Prince Albert, Sask. (population: 35,000) and Hampton, N.B. (4,200).

It's not clear what Ottawa has in common with these small outliers that it doesn't with similar-sized cities like Edmonton (no policy) or Mississauga (one year).

Fewer than half of the 20 municipalities surveyed even have a policy. As is currently the case here, people can lay flowers or a homemade card just about anywhere a life has been lost. Imagine.

Still, the anarchy is far from total. Set up a ghost bike in the middle of a busy intersection, no matter how sincere your intent, and I'd bet nobody has to check the bylaws before removing the obstruction.

And yet the report suggests safety may be at risk: "Concerns have been raised citing that such memorials are obstructing vehicular or pedes-

trian movement and are a visual distraction to motorists."

While it's clear that traffic accidents cause ghost bikes, I'm not sure how much evidence there is that ghost bikes cause traffic accidents. If there's any documented case of a memorial figuring in a second accident, I hope staff will have it handy for Wednesday's meeting.

These displays are not only commemorations of lives lost. They are warnings, too. They can flag areas of particular danger. If it happened here before, it could happen again.

Instead of setting arbitrary deadlines for the removal of these sad reminders, perhaps we should leave them up until the city examines the spot where something went fatally wrong and assesses what, if anything, could have been done to prevent it.

The sense of vulnerability around ghost bikes on Bronson Avenue (in memory of

Krista Johnson, 2012) or Bank and Riverside (Meg Dussault, 2013) is palpable, but it has more to do with the relentless flow of metal rushing past my elbow than the memorials themselves.

Cyclist Danielle Naçu died in 2011 after being doored on Queen Street. The ghost bike erected there in her memory has been removed, but I still notice where it used to be.

I think of her when I jaywalk mid-block from the World Exchange Centre. It's not the only place I take dumb risks, but it's one of the few where I think twice.

The city should approach with the utmost care any attempt to regulate how — or for how long — the public may grieve and reflect.

Steve Collins lives in Ottawa. He might also be the guy behind you on the bus, pretending not to notice you're reading this. Act casual.

## ROSEMARY WESTWOOD

### metroview

# I miss the wisdom, context and joy that elderly friends bring

An elderly lady and a younger lady walked down my street the other day.

They weren't moving at any clip and they chattered and laughed leisurely.

The elderly lady wore an oversized coat over her small frame and a bright blue tuque, far too large, that stood up like a Smurf hat. She was grinning.

I had the urge to stop my bike and ask them if they walked this neighbourhood often. Were they old friends? Were they family? Maybe I could walk with the old lady sometime (she clearly needed a spotter), since I live around here, too? They looked happy and close.

I didn't stop. But I know why I wanted to.

I miss elders. In my daily 30-something life, they're as absent as children. In my family, only my grandmother-in-law, who I should see far more of, is still around. And the elderly friends I know from my hometown don't live in Toronto, my adopted city.

I'm envious of the friendships some have with their grandparents: the quirky Instagram video of one friend pushing her grandmother's wheelchair down a gentle hill; the Facebook photo of another friend getting pedicures with her grandpa; yet another whose live-in grandmother cooks him hot breakfasts every day.

But we don't have to be

related. Old Father Joe, a priest who used to come to dinner when I was a kid and died years ago, was my friend. I once interviewed a woman about her service in the Second World War (when she wore snakeskin pumps and drank mint juleps while working for American intelligence in Washington), and just sitting with her, I felt like I could absorb life advice by osmosis.

Plenty of other people have less-romanticized relationships with older generations. Perhaps they don't care if they don't. But I feel the lack.

Here I am, navigating the day, operating in a vacuum without context for what other's lives were like when they were 30, decades ago, or what they're like now, in their 80s.

And I realize it's reductive, even disrespectful to equate age with wisdom.

But people with different experiences are inherently interesting. And the chance of learning something (and teaching something) seems greater as the difference grows.

Some cultures do better than we (or maybe just I) do at keeping the generations close.

And that little old lady in the blue tuque already has someone to walk with. She doesn't need me. It's me who needs her.

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PHILOSOPHERCAT  
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# When Everybody steals your idea

## ANALYSIS

## Detroit designer gets litigious with Toronto line

**Melissa Dunne**  
For Metro Canada



"If you want to be original, be ready to be copied."

The quote is often attributed to Coco Chanel, but, perhaps fittingly, now that it's so widely shared online, its origins are murky.

For today's designers who have a less blasé approach to originality, there's trademark law.

### It really is Detroit vs. Everybody

The cross-border trademark war between the creator of the Detroit vs. Everybody comfort wear clothing line and the makers of Toronto vs. Everybody reached a boiling point last week. Legal representatives for both sides did not return requests for comment, but it's been reported they are trying to come to a truce soon.

In response to the negative image of his gritty city, Tommey Walker Jr. started Detroit vs. Everybody in 2012, while Peace Collective started Toronto vs. Everybody in 2014. Alas, from a legal perspective it doesn't seem to matter who came up with the idea first.



**When it comes to trademark, it doesn't matter who had the idea first, it's about who was first to file.** PHOTOS COURTESY: PEACE COLLECTIVE AND DETROIT VS. EVERYBODY

"With trademark, it's the first to file," explained Scott MacKendrick, a partner at Bereskin & Parr LLP, in a phone interview, from his Toronto office.

The founder and chief of peace for Peace Collective does indeed hold the registered trademark to "Toronto vs. Everybody" here in Canada. Walker Jr. reportedly only filed for trademarks in the U.S., so there is likely nothing stopping the many competitors that have popped up around the globe from selling clothing emblazoned with "Vs. Every-

body" outside of America, said MacKendrick.

### Fail to plan, plan to fail

Ashlee Froese, a fashion lawyer at Toronto's Fogler, Rubinoff LLP, advises anyone starting a small clothing company to hire a lawyer who specializes in fashion law early on to prevent and deal with any legal issues. To start, a basic search should be done to determine that someone else doesn't already hold the trademark you want to register, explains the lawyer who frequently works

with young Canadian designers.

### Spend money to make money

While the complexity and costs will vary depending on the specifics of each case, having a lawyer get a trademark for your company — from search to application to approval — usually costs about \$1,000 to \$2,000, said Alison Hayman, an associate in the intellectual property group at Cassels Brock & Blackwell LLP in Toronto. Spending a relatively small amount of money on legal fees when your company is in

its infancy can possibly save you a lot of grief, and money, down the road, she added.

### Be ready for a battle fought via paperwork

Once you have a trademark it is usually fairly simple to enforce, said MacKendrick. Most cases never make it to trial, usually a letter or two will be exchanged between lawyers and some sort of agreement will be reached. Since trademarks are generally enforced country by country, Froese advises clients at the outset to file trademark

## NATIONWIDE

### Everybody vs. Everybody

It seems like everybody is trying to get their slice of the "Vs. Everybody" pie, with a bevy of online sellers selling their versions for Canadians proud of their cities.

### • Toronto vs. Everybody:

T-shirts for both men and women in a range of colours sell for \$29.99, sweaters sell for \$59.99. [peace-collective.com](http://peace-collective.com)

### • 403 vs. Everybody:

Unisex T-shirts sell for \$25 at [rglt.com](http://rglt.com)

### • Montreal vs. Everybody:

T-shirts in a range of colours sell for \$30 at [mtlvseverybody.com](http://mtlvseverybody.com)

### • Vancouver vs. Everybody:

Baseball caps being sold for \$40 at [fadeby-grey.com](http://fadeby-grey.com)

applications for all the countries where they might be doing business, which for Canadians usually means filing in both Canada and the U.S.

As the Detroit vs. Everybody website says: "There's leaders, and there's followers..." And if you're a designer who created something original and you'd rather not be copied then you're going to need to file those trademark applications before any of your followers do.

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# Don't fall into a debt depression

## MOVING FORWARD

### Focus on the sunny side of a financially healthy future

**Gail Vaz-Oxlade**  
For Metro Canada



Being in debt for a long time can sap your desire, motivation, and belief that you can ever be out of debt. It's what I call "debt fatigue," and it's insidious.

You don't think things can ever change. You don't believe there's any point to even trying. You'll never be happy. What do you do if you're already there?

Well, you can wallow, or you can accept that you're in an emotional cycle and kick your own butt to a new place.

Experiencing debt fatigue doesn't mean you'll never feel good again, it just means that the things you do to feel good about don't last very long and are often detrimental to your long-term financial health.

Any of this sound familiar?

Having debt is normal. Everyone has debt.

I'm so far in debt now, I might as

well . . . go on holiday, buy this dress, fill-in-the-blank.

If I have to wait to get out of debt to buy (whatever), I'll be old and grey.

The next time you're feeling defeated by your debt, put your logic into drive and your emotions into neutral. The feelings will pass if you stay on the path toward your goal. That assumes, of course, that you have a goal.

If you haven't started down the track to living debt-free forever by taking even the smallest step, what are you waiting for?

Nothing will change until you take a step forward. It's time to make a plan and get with some people who have been where you are now. A friend, a family member, a co-worker or two who have taken this journey can help you.

Talk about your debt. How it makes you feel? And what you want to do about it?

Get it out in the open. Commit to doing something differently.

Having a few positive people on your side is a great way to defeat debt fatigue. Since we know that thoughts — both positive and negative — are contagious, surrounding yourself with people who are on track to achieve their goal of being debt-free forever will help clear your path.

While you're on your journey, if you focus in only on what you don't

“

**Having a few positive people on your side is a great way to defeat debt fatigue.**

have — what you've given up to find money to pay off your debt, or what you can't have because you're broke — you'll deepen your debt depression. Consider everything that is good in your life.

Count yourself fortunate. Be grateful. Change from focusing on what's missing to seeing what you do have. Remember to count your successes along the way.

This is an important part in not getting weighed down by how far you have to go. Use charts to plot your progress. Have small celebrations each time you hit a milestone. Give yourself a hug for what you've achieved, instead of a kick for how far you still have to go.

If you're serious about moving forward, if you're tired of feeling tired with your debt and want to get to a better place, action is required.

Once you get some results, you'll build momentum and positive thinking will come easier.

But you have to take that first step.



## COPING

# Five tips on dealing with an ineffective manager at work



**Bad bosses are tough, but looking for solutions is better than cursing them.** ISTOCK

A recent Gallup study found that half of workers leave their job because of their bosses. But, often it's not because these bosses are overly demanding, or belittling, or like Meryl Streep in *The Devil Wears Prada*.

"I think many of these people are disappointed in their manager — feeling like their manager does not have their best interest in mind, is not paying attention to them, has their own agenda, or doesn't have good management skills," says Mary Schaefer, an empowerment expert, coach, trainer, speaker and consultant. That can be really frustrating.

A good boss can make you better at your job, can inspire you to strive for more, can be your champion when it's time for a promotion or for a reference.

So, getting along with them not only makes your day-to-day more bearable, it's also essential for career advancement.

But, even if your supervisor is remote or hard to read or just unhelpful, that doesn't mean you should throw in the towel. Schaefer gives us some tips on how to make your relationship with your boss work for you.

## High-performing, low-maintenance

The best way to get into your boss's good graces: Do your work while creating as little trouble as possible.

"Here's my catchphrase: Be high-performing and low-maintenance," says Schaefer. "High-performing means you deliver on the objectives given to you."

"As for the low-maintenance part — this may sound silly, but just don't do things that cause friction points. If you have to do online training for ethics by a certain date, do it — don't put yourself in a position that whoever is responsible for that is calling you, or worse calling your boss."

## Ask what they expect of you

Of course, being high-performing isn't so easy if you have a hands-off administrator who doesn't give you deadlines or set goals for you. "You need to be clear on what your objectives are and how they're measured," says Schaefer. "I'll get employees say to me, 'My boss tells me I need to do teamwork better; does that mean I need to go out and have beers with the team after work?'"

In those circumstances, just

“

**You need to be clear on what your objectives are and how they're measured.**

Mary Schaefer

ask. "If your boss gives you vague feedback, you can ask questions like, 'What would that look like? What kind of communications would you hear from me? Who would you see me interacting with?'" says Schaefer.

## Communicate effectively

Another thing you should clarify with your boss early on: the best way to reach him or her, what kind of situation warrants a call at home and what terms like "ASAP" or "urgent" mean.

"That's one thing that can cause frustration: when the boss is not responsive to something that an employee sees as a priority," says Schaefer. In those cases, you need to speak up: "If they seem annoyed or defensive, say, 'I'm

asking these questions because I want to do a good job.' Your boss may not like it, but they can't argue with you wanting to do a good job."

## Sell your ideas

A lot of young people tell Schaefer that they feel like their ideas aren't being taken seriously by their bosses.

"It's important to learn how to manage their objections," she says.

"So, maybe come at your suggestions sideways: Instead of saying, 'Hey, I have an idea,' ask, 'What do you think about this? Have you noticed this problem? What have we tried so far?'"

## Have a Plan B

At the end of the day, it's your career, and you need to do what's best for you.

"I don't think this can be repeated too much," says Schaefer. "But you need to own your career. Think not what can my boss do about this, and instead what can I do. And have a Plan B: Your employer really does owe you nothing except for that paycheck and the benefits promised you as long as you deliver."

RAQUEL LANERI/METRO NEW YORK



# Lucrative biz of Christmas music

RADIO

**Stations see 81 per cent jump in ratings with holiday tunes**

**Alan Cross**  
For Metro Canada



Even though the Halloween decorations still haven't been taken down, Christmas creep has begun.

It won't be long before we're smothered by Mariah Carey's All I Want for Christmas is You and The Christmas Shoes, the death-by-treacle classic. Past data suggests that both songs will be streamed on YouTube more than 1.75 million times between Nov. 1 and Dec. 31.

And then there are all the times the songs will be played on the radio, a situation exacerbated by the dozens of radio stations that change to an all-

Christmas format leading up to the end of the year.

On-air staff hate this time of year. Salespeople love it.

All-Christmas playlists bring in huge, huge ratings, especially for outlets that already have a reputation as being the "music at work" station in a given market.

The annual flip to Christmas almost always sees those stations rocket far, far past the competition. According to 2014 data from Nielsen, the average — average! — 24/7 Christmas music-playin' adult contemporary station saw a ratings jump by 81 per cent.

That massive (albeit temporary) ratings number is more than enough to help the station sustain revenues over the always challenging winter months. From a financial point of view, moving to an all-Christmas format is a no-brainer.

But timing is key. When should a station abandon its regular format for Christmas music 2/4? Mid-November? The day after Halloween? Earlier?

At least two stations have already made the flip. WEBC-AM 560, a Duluth sports station, and its FM companion, FM 106.5 (now branded Ho Ho Ho 106.5), went all-Christmas Oct. 7. Extreme, yes, but as of Sept. 25 — three full months before Christmas and before any of the trees started to turn — sister stations WENN 1320 and 100.1 FM in Birmingham, Ala., dropped their regular programming and went all-Christmas. Management promises to run this music commercial-free until Dec. 25.

Obviously if these stations can run without commercials for that long during one of the busiest times of the year, they're already in the ratings dumpster, so what does management have to lose? Come the end of the year, they might be running 1 and 2 in the market.

Two stations playing The Christmas Shoes in high rotation for nearly a 100 days? Be thankful you don't work there. After all, Alabama is an open-carry state.



What a difference a day makes for what's in heavy rotation on the radio. HANDOUT/GETTY IMAGES

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# Bieber still a brat: Star storms offstage at concert in Oslo

TANTRUM

## Meltdowns continue as singer's fame only grows

**Ned Ehrbar**  
Metro | Hollywood



For the second time in a week, Justin Bieber stormed off stage and ended a gig early, this time in Oslo, Norway during a show that was being taped for television.

One song into the gig, Bieber took a moment to try to mop up a spill at the front of the stage, but when audience members there wouldn't listen to him, he turned abruptly, whipped off his headset and left the stage, saying, "Never mind. I'm done, I'm not doing the show."

The crowd, obviously, was a bit confused. This is great, just great. What's also great? His apology on Instagram. Bieber — or, obviously, someone who works for Bieber — posted a lengthy mea culpa, and it's always entertaining when the pop star clearly doesn't write something himself.

You can tell because the grammar is pretty decent and it usually includes a little passive-aggressive Bieber-bashing: "Sadly it's been a rough week for me — long days, no sleep while having to be 'on,' as they would say, for cameras and fans," the post reads. "I don't always handle things the right way but I'm human and I'm working on getting better at responding not reacting."

There's a whole lot going on in there.



Justin Bieber apologized on Instagram after cancelling a show in Norway. ALL PHOTOS GETTY IMAGES

## GOSSIP BRIEF

### Boy George backtracks after kiss and tell

I honestly don't know what to believe with this one. While taping an episode of The Voice U.K., Boy George blurted out a juicy piece of '80s pop music gossip: "I've slept with Prince," he bragged to fellow judge Paloma Faith, according to the Sun, prompting producers to quickly halt the taping.

"We just couldn't believe what he had come out with — and the guys in the gallery were beside themselves. The crowd went absolutely wild because they thought they had just witnessed a massive celebrity exclusive," a source says.

"Production staff had to come up on stage and speak to them. After that Boy George started backtracking saying he hadn't really slept with Prince and that in reality he just had his poster on his wall. But as far as the crowd were concerned, the cat was already out of the bag."

Oh my.

NED EHRBAR/METRO HOLLYWOOD



WEDDING

## Jamie Chung isn't afraid of marriage



While you were busy dressing up as your favorite Spice Girl this weekend, Jamie Chung took the opportunity to get hitched.

The Once Upon a Time star and Bryan Greenberg got married Saturday at the fancy and earthy El Capitan Canyon resort in Santa Barbara, according to Martha Stewart

Weddings.

And while the ceremony itself was appropriately wedding-ish, Chung and Greenberg did at least acknowledge the holiday with a Halloween-themed welcome dinner Friday, where guests were asked to show up in costume.

I hope Chung didn't go as a bride, because that's just cheating.

NED EHRBAR/METRO HOLLYWOOD

PETITION

## Raven-Symone review



This might make you question the effectiveness of the whole online petitioning approach to things. A rep for ABC has responded to a Change.org petition signed by more than 120,000 people demanding that Raven-Symone be axed from The View following her comments about "ghetto" names and the Spring Valley High School assault incident.

"African Americans and black people around the Diaspora need a voice repre-

sentative of their views and not a voice representative of what white people want us to say," the petition states. "We need strong black role models in prominent positions on television an Raven-Symone cannot provide that."

So what does ABC think of the complaint?

"We love Raven," a statement reads. "She is confident, genuine and opinionated, all qualities that make her a great addition to the panel."

I'm going to take that as a no. NED EHRBAR/METRO HOLLYWOOD



The Blue Jays' Josh Donaldson won the AL's Hank Aaron award as the most outstanding offensive performer



Ottawa Redblacks' running back William Powell leaps over a tackle, during second-half CFL football action in Hamilton on Sunday. PETER POWER/THE CANADIAN PRESS

## Redblacks win but QB miffed

CFL EAST

**Burris upset by what he feels was a dirty hit by ex-teammate**

Ottawa Redblacks quarterback Henry Burris is taking it personally.

The 16-year CFL veteran says Hamilton defensive back Simoni Lawrence "crossed the line" midway through the first quarter when he tackled Burris below the waist after he had released the ball. Burris was playing the game with a knee brace after being injured last week against Winnipeg.

"The bottom line is when you play this game there's always mutual respect across the league," said Burris, whose team defeated the Tiger-Cats 12-6 on Sunday at Tim Hortons Field to take top spot in the CFL East heading into next week's rematch in Ottawa. Hamilton (10-7) will need to beat the Redblacks (11-6) by six or more points to finish first in the East and earn the bye into the Eastern final.

"You don't try to take guys out and there's no room for that in this game of football," Burris added. "If that was the case, people could take shots at guys all the time. But for him to be a linebacker and have

SUNDAY in Hamilton

**12** **6**  
REDBLACKS TIGER-CATS

a chance to run through me in a regular style in football and instead he knows I wear a brace on my leg but for some reason he goes from running through ... me and tackling me like any other great football player would, but he chooses to ... go straight for my knee.

"Come on now, that's bush league. There's no room for that. I've got a family to feed."

Burris and Lawrence were teammates in Hamilton for one year.

"For a guy to tell you he loves you at the coin toss and then try to take out your career? Come on now, come on," said Burris. "Don't tell me you love me and then stab me in the back."

No penalty was called on the play.

"If Hank wants to act like that ... act like a whatever, it's on him," said Lawrence. "I tackled Mike Reilly last week.

He's outside the box, I am low-tackling, I tackle all players low. If you watch film, that is how I tackle."

The post-game bad blood overshadowed a game that didn't see one touchdown scored. Ottawa kicker Chris Milo hit field goals from 35, 16, 24 and 30 yards for the Redblacks' only points. Hamilton kicker Justin Medlock hit both his field-goal attempts, from 45 and 18 yards.

Ottawa coach Rick Campbell wouldn't comment on the incident. He did say he wasn't comfortable with a six-point lead heading home.

"We're not comfortable at all," he said. "They're a very good football team and we're going to go and work to get better this week. We have to be at our best to beat them again and we'll make sure we do that."

Hamilton head coach Kent Austin said he saw nothing wrong with Lawrence's hit. But he was upset with the loss.

"We were down in scoring territory a couple of times and we had open receivers," he said. "We have to make plays."

THE CANADIAN PRESS



**For a guy to tell you he loves you at the coin toss and then try to take out your career? Come on now, come on.** Redblacks' Henry Burris

CURLING

## Homan regains Masters title, toppling Sweeting rink 6-4

Rachel Homan has taken back the Masters title.

Homan and her rink from Ottawa downed defending champion Val Sweeting 6-4 in the women's finals Sunday in Truro, N.S., for her third Grand Slam of Curling Masters championship in the past four years.

Homan won the event in 2012 and 2013 before being knocked off in last year's semi-finals by Sweeting, who went on to win the tournament

with her Edmonton foursome.

Homan put herself up 2-0 with a deuce in the second end.

Sweet-

ing responded with singles in the third and fourth to tie, but Homan scored the



Rachel Homan  
GETTY IMAGES FILE

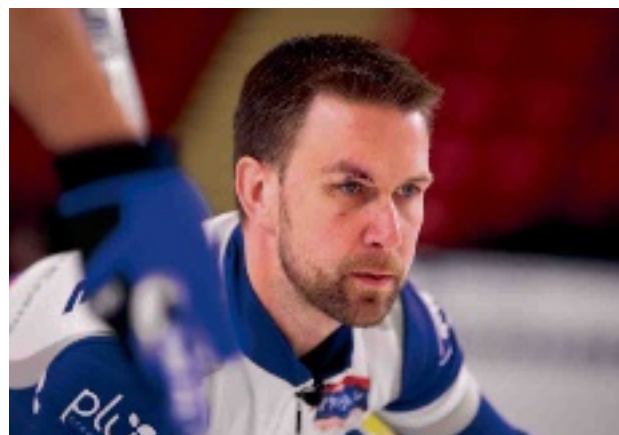
next four points to secure a 6-2 lead through seven ends.

Earlier in the day, Mike McEwen won the men's Masters title with a 5-3 victory over Jim Cotter.

McEwen's Winnipeg rink took control of the match with two points in the sixth end.

After Cotter and his Vernon, B.C., team scored one in the seventh to cut the lead to 4-3, McEwen clinched the win with one in the eighth.

THE CANADIAN PRESS



**FULL CONTACT CURLING?** Brad Gushue of St. John's sustained stitches after falling and hitting his head on the ice in a 5-2 quarter-final loss to Steve Laycock of Yorkton, Sask., Saturday, at the Grand Slam of Curling Masters. HO-ANIL MUNGAL/THE CANADIAN PRESS

**+** IN EDMONTON

**Eskimos clinch first overall**

Derel Walker reeled in three touchdown passes as the Edmonton Eskimos secured first place overall in the CFL and a bye before hosting the West Division final with a 40-22 victory over the Montreal Alouettes on Sunday.

The Eskimos (14-4) finished regular season play with eight consecutive wins, the first time they have done so in 33 years. The Alouettes (6-11) were officially eliminated from playoff contention with the loss. THE CANADIAN PRESS





Drew Brees celebrates the Saints' win, in which he threw for 511 yards. SEAN GARDNER/GETTY IMAGES

# Brees keeps his cool in barnburner

NFL

## QB's seven TDs lead Saints to OT victory over Giants

Drew Brees has heard his critics getting louder this season.

The talk might be about the 36-year-old quarterback's advancing age. Or his ability to bounce back from a Week 2 throwing-shoulder injury. Or his \$20-million annual salary causing the New Orleans Saints undue salary-cap pressure.

Yet Brees contends he can play as well as ever, and on Sunday against the New York Giants, he sure did.

SUNDAY In New Orleans

**52** **49**  
SAINTS GIANTS

Brees passed for career highs of 511 yards and seven touchdowns, and recently signed Kai Forbath kicked a 50-yard field goal as time ran out, giving the Saints a 52-49 victory in a game with a record 13 scoring passes.

"It's not like we came out today with the intent to set a few records just to shut some people up," said Brees, who went 40-for-50. "Our mindset is, every time we step on the field, we have a chance to do something pretty special."

The 101 points tied for third most in an NFL game. Both offenses combined for 1,030 yards.

New York's Eli Manning connected on a career-high six touchdown passes, three to fellow New Orleans native Odell Beckham Jr.

"Their offense is always high-powered. I thought it might be a day where we were going to have to score some points," Manning said. "I didn't know how many it would take. Obviously, the offense did some good things."

The Saints (4-4) are young and a little raw, but seem to be hitting their stride, having won four of five after an 0-3 start that ignited all kinds of predictions about the demise of the Sean Payton-Brees era.

Brandin Cooks and Willie

Snead each had two touchdown catches. Brees' other three scoring passes went to Marques Colston, Ben Watson and C.J. Spiller, the last to tie the score at 49 with 36 seconds left.

The Saints then forced the Giants (4-4) to punt from their 25 with 20 seconds to go. Marcus Murphy returned Brad Wing's punt 24 yards across the 50 and fumbled, but Snead recovered. Wing may have been better served punting the ball out of bounds. Instead, he tried to make a tackle, but was flagged for a facemask.

That penalty set up the winning kick on Forbath's first field goal attempt with New Orleans, which signed him before last week's victory at Indianapolis.

THE ASSOCIATED PRESS

## Smith tears Achilles, Bell injures knee

It was a rough day for a pair of dynamic offensive playmakers in Steve Smith and Le'Veon Bell, both suffering injuries on Sunday.

Smith, the Baltimore Ravens receiver, was lost for the season when he tore the Achilles tendon in his right foot late in the third quarter of a 29-26 win over San Diego.

Smith made a nice grab in traffic, curled back and was tackled by Chargers corner-

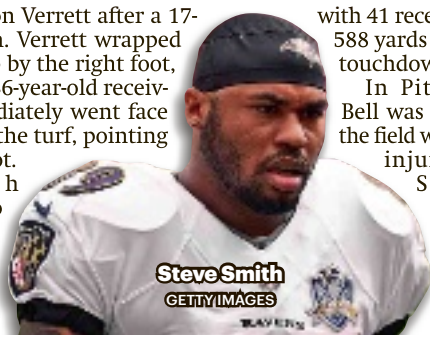
back Jason Verrett after a 17-yard gain. Verrett wrapped Smith up by the right foot, and the 36-year-old receiver immediately went face down to the turf, pointing to his foot.

Smith went into the game as Baltimore's leading receiver

with 41 receptions for 588 yards and three touchdowns.

In Pittsburgh, Bell was carted off the field with a knee injury in the Steelers' 16-10 loss to Cincinnati.

Bell's right knee



Steve Smith  
GETTY IMAGES

FIGURE SKATING

## Chan caps difficult return with flair

He may be a three-time world champion, but there was little about his comeback that came easy for Patrick Chan.

Uncertainty nagged at him all summer, right up until the moment he stepped onto the ice Saturday night in Lethbridge, Alta.

And the morning after he made his return to competition with a massive exclamation mark, winning Skate Canada International, the 24-year-old talked about the past few roller-coaster months.

"A lot of frustrating weeks and days," Chan said. "There were times I would tell Kathy (Johnston, his coach), I'd just get off the ice, and be like 'I don't want to do this. Screw this. I don't want to do it.'"

Chan walked away from competition after the Sochi Olympics, where he won silver. But a few months into his hiatus, he began missing the sport, its camaraderie and the day to day routine.

But regaining his big jumps — the quad and triple Axel — was tough. Other than fooling around in practice on show tours, he hadn't done a serious quad in more than six months.

But between the six-minute warm-up at the Enmax Centre on Saturday night and the moment he had to perform, Chan had a

**+ O CANADA!**

**Three gold medals**

Patrick Chan's victory completed a triple gold medal performance for the Canadian team. Kaitlyn Weaver and Andrew Poje won the ice dance, and Meagan Duhamel and Eric Radford captured the pairs title.

tearful emotional meltdown. The weight of the moment, he said, was overwhelming.

He laid down for a few minutes with his legs propped against the wall. And after a pep talk from Johnston, he went out and laid down a beautiful long program to Chopin, opening with a huge quad-triple combo, followed by a textbook triple Axel.

He tripled his second planned quad, but it was the only blip on a program that saw him score huge marks across the board.

When the music ended, he buried his face in his hands.

"I got overwhelmed with emotions," he said. "I felt like I owed people something, felt like I wanted to prove something to people, that I'm back and I wanted to skate well for them." THE CANADIAN PRESS



Patrick Chan acknowledges the crowd following his gold-medal performance in the men's free skate, Saturday at Skate Canada International. JONATHAN HAYWARD/THE CANADIAN PRESS

**TENNIS IN BRIEF**

**Radwanska captures season-ending title**

Agnieszka Radwanska beat fourth-seeded Petra Kvitova 6-2, 4-6, 6-3 Sunday at the WTA Finals to clinch the biggest title of her career.

The fifth-seeded Pole's previous best result at the season-ending championship was a semifinal finish — in 2012 and 2014.

Radwanska is the first player to win the tournament after a losing 1-2 record in the round-robin stage. Kvitova led 2-0 in the deciding set, before Radwanska fought back.

THE ASSOCIATED PRESS

**Federer finds a good time to end losing streak to Nadal**

Roger Federer mastered Rafael Nadal in their first meeting in almost two years to win the Swiss Indoors final 6-3, 5-7, 6-3 on Sunday.

The top-seeded Federer ended a five-match losing streak against Nadal, including the last time they played for a title in May 2013.

With the match finely poised in the deciding set, Federer hit a series of ground strokes for winners and broke Nadal's serve for a 5-3 lead.

THE ASSOCIATED PRESS



RECIPE Coconut Lentil Soup



PHOTO: MARY VISENTE

Ceri Marsh & Laura Keogh For Metro Canada

- 1 big handful of fresh spinach, sliced into ribbons
- Juice 1/2 lemon
- Salt and pepper to taste

This seductively aromatic recipe makes a big pot of soup. Bust out your Thermos and take it to work tomorrow!

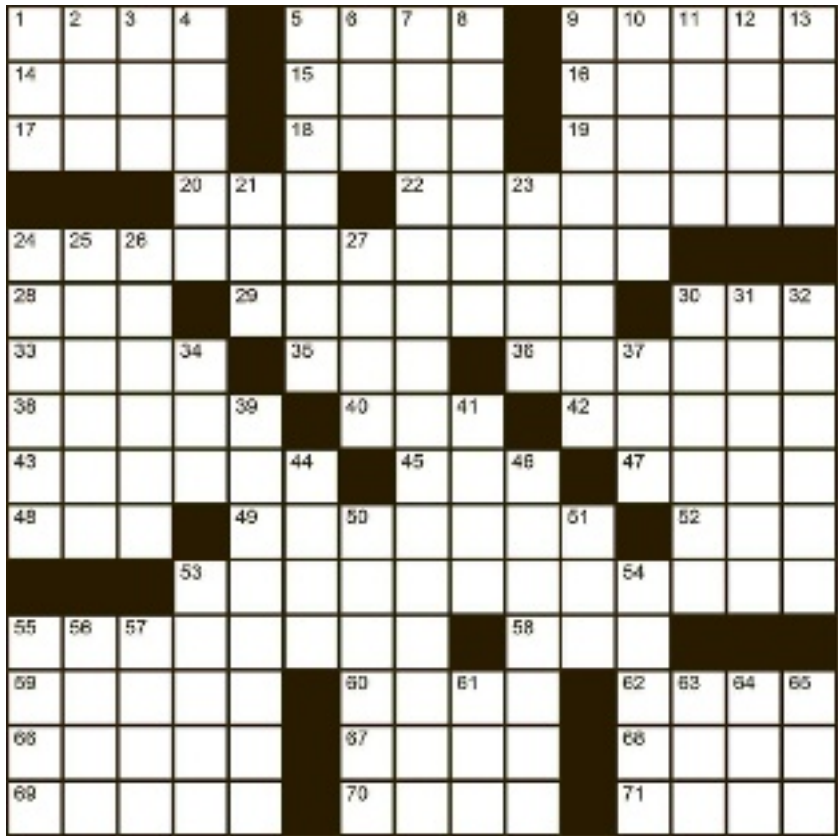
Ready in  
Prep time: 30 minutes  
Serves 6

- Ingredients**
- 1 Tbsp olive oil
  - 1 onion, diced
  - 2 large carrots, peeled and diced
  - 2 cloves of garlic, minced
  - 1 Tbsp fresh ginger, minced
  - 1 Tbsp curry powder
  - 1/2 tsp each cinnamon and cumin
  - 1/3 cup tomato paste
  - 4 cups vegetable stock
  - 3 cups water
  - 1 can coconut milk
  - 2 cups dried red lentils

- Directions**
- 1.** Heat oil in a big pot over medium heat. Add onions and carrots and cook until they begin to soften, about 3 minutes. Toss in garlic, ginger and spices. Stir and cook for another 3 minutes. Then add the tomato paste and stir again.
- 2.** Pour in the stock, water, coconut milk and lentils. Give everything a good stir and let it simmer — not boil — for about 25 minutes. Taste to check that lentils are tender.
- 3.** Throw in the spinach and stir it around until it just wilts. Add the lemon juice and taste before adjusting for salt and pepper.

FOR MORE MEAL IDEAS, VISIT  
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CROSSWORD Canada Across and Down BY KELLY ANN BUCHANAN



- ACROSS**
1. Make the shoes shine  
5. Slang-style smokes  
9. \_\_\_ a good start (Things have begun well)  
14. \_\_\_ Mountains (Range in Russia)  
15. "...friend or \_\_\_?"  
16. Not as confined  
17. Tulip tune's Tim  
18. John \_\_\_ (Lorna Doone's beloved in literature)  
19. Wild  
20. Naught  
22. Friendly  
24. Canadian action hero in comics during World War II: 2 wds.  
28. Antacid brand  
29. Lift  
30. Lightning \_\_\_  
33. Ms. Sofer the actress  
35. Compass pt.  
36. Major road  
38. Signs  
40. 24-hr. banker  
42. Romantic material  
43. President George Washington's wife  
45. Fellows  
47. Capital of Latvia  
48. N n n N n  
49. Emulates Alexander Graham Bell  
52. Pick-up-sticks game  
53. Victorian home music-maker: 2 wds.  
55. Mardi Gras torch

58. Pallid  
59. "Try" by Blue \_\_\_  
60. Software test version  
62. Partners for Tacs (Mint candies)  
66. \_\_\_ squash  
67. King of a tragic Shakespeare play  
68. Bounce back

69. Cup: French  
70. Nurse in Alice Munro short story The Love of a Good Woman  
71. Existent

- DOWN**
1. Nothing \_\_\_ the best  
2. One of Switzer-

- land's Four Forest Cantons  
3. Autograph seeker  
4. Actress, Lara \_\_\_ Boyle  
5. Town called 'The Cornerstone of Saskatchewan'  
6. "Don't mind \_\_\_

- \_\_\_ do." (Thanks for the offer)  
7. Royal anthem: 4 wds.  
8. City in Arizona known for its red sandstone  
9. Police people  
10. "Super \_\_\_" by Rick James

11. "Phineas and \_\_\_"  
12. Blue/green  
13. Knight's heraldic wreath  
21. 'Benedict' suffix  
23. \_\_\_ piece of cake  
24. Saint-\_\_\_ (City leading into the Laurentians of Quebec)  
25. Kind of band or show  
26. Skills sharpeners  
27. Pro wrestler, John \_\_\_  
30. Eye part  
31. Beginning  
32. Bundle of energy  
34. Army bug  
37. Driveway's topping  
39. Locale on a leg  
41. Item given to the restaurant patrons  
44. Gambler's input  
46. Cruise ship attendant  
50. Feasible  
51. Fluffy white bathrobes establishment  
53. Citizens in The States, briefly  
54. Prefix with 'continental'  
55. Campus house, e.g.  
56. Ricky Martin's "Livin' La Vida \_\_\_"  
57. Bustles  
61. Mai \_\_\_ (Cocktail)  
63. Fire and \_\_\_ (Robert Frost poem)  
64. Dance style, when repeated  
65. Pine-\_\_\_ (Cleaning brand)

★ IT'S ALL IN THE STARS by Sally Brompton

**Aries** March 21 - April 20  
You must be scrupulously honest. You stand to lose a lot if partners and business associates get the impression that you cannot be trusted.

**Taurus** April 21 - May 21  
You may get upset and emotional about something today but later in the week it will baffle you as to why you lost control. In partnership situations try to give others the benefit of the doubt. They are not deliberately trying to annoy you.

**Gemini** May 22 - June 21  
You may disagree with what certain people say or do but don't get worked up about it. They are hoping you will get angry so they can use it as an excuse to move against you.

**Cancer** June 22 - July 23  
There are things you can do on your own and things that have to be done in partnership with other people. What happens today will draw a clear, thick line between the two and you ignore that line at your peril.

**Leo** July 24 - Aug. 23  
What happens next will impact both your work and your home life. Don't let the pressure get to you. Stay calm and you will be one of life's winners.

**Virgo** Aug. 24 - Sept. 23  
If you're feeling down the answer is to get busy on something that requires the full use of both your brain and your body. A social invitation may be tempting but it's not right for you, so give it a miss.

**Libra** Sept. 24 - Oct. 23  
Keep a tight hold of your cash because the planets warn there will be a lot of temptations. If you go over the top financially now you could regret it, so be careful.

**Scorpio** Oct. 24 - Nov. 22  
It is quite likely that your self-control will crack today and you will say or do something drastic. Don't hate yourself for losing your cool. Scorpions have feelings too.

**Sagittarius** Nov. 23 - Dec. 21  
It may seem as if time is running out and that the harder you work the less you seem to complete. But is that such a big deal? It's quality work that counts. Do what you can and do it well.

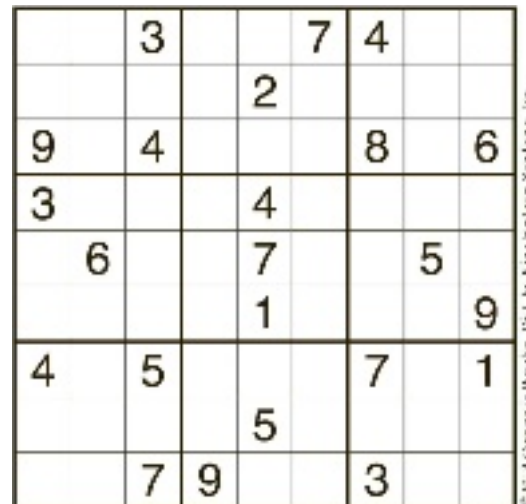
**Capricorn** Dec. 22 - Jan. 20  
Even friends and family will be touchy as the new week begins, don't overreact. Capricorn is such a self-controlled sign that it's unlikely you will go to extremes.

**Aquarius** Jan. 21 - Feb. 19  
It may seem as if you are losing ground to your rivals but it isn't true, so don't panic. Cosmic activity in one of the more confrontational areas of your chart is making things look worse than they actually are.

**Pisces** Feb. 20 - March 20  
Stick to the facts — if you make things up you will be found out and it will be embarrassing. You may have the gift of the gab at the moment but if you are smart you will not abuse it.

CONCEPTIS SUDOKU by Dave Green

Every row, column and box contains 1-9



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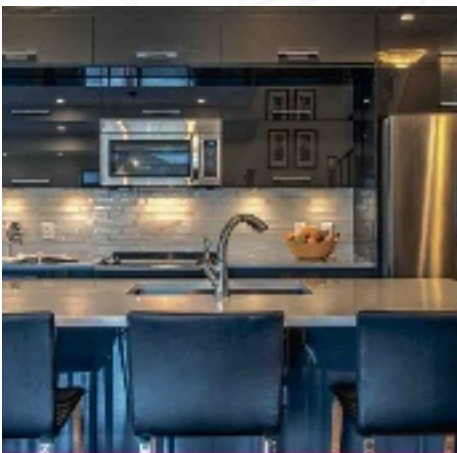
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